

WARRICK COUNTY COUNCIL MEETING
Public Hearing 2014 Budget
COMMISSIONERS MEETING ROOM
107 W. Locust Street
Boonville, Indiana
October 03, 2013
5:00 P.M.

The Warrick County Council met in regular session in the Warrick County Courthouse, 107 W. Locust Street, Boonville, Indiana.

Council President, Gary Meyer called the meeting to order.

Pledge of Allegiance

Roll Call

Krystal Powless: Gary Meyer?

Gary Meyer: Here

Krystal Powless: Charlie Christmas?

Charlie Christmas: Here

Krystal Powless: David Hachmeister?

David Hachmeister: Here

Krystal Powless: Allan Holweger?

Allan Holweger: Here

Krystal Powless: Brad Overton?

Brad Overton:

Krystal Powless: Greg Richmond?

Greg Richmond: Here

Krystal Powless: Paul Rudolph?

Paul Rudolph:

Gary Meyer: Okay, first item is Non-Binding and Binding Review. We need to approve the recommendation we made for those particular funds on September 23rd.

Greg Richmond: I'll make a motion to approve it.

Charlie Christmas: Second.

Gary Meyer: Motion made by Greg and second by Charlie to approve. Any discussion? All those in favor? Opposed? Motion carried five (5), zero (0).

PUBLIC HEARING

Gary Meyer: Okay, I'm going to open the Public Hearing for the Budget. The first item will be the Ordinance for Appropriation and Tax Rates 2013-03. I suppose we need a motion to introduce the ordinance.

David Hachmeister: So moved.

Al Holweger: I'll second.

Gary Meyer: Motion made by David and seconded by Al to introduce Ordinance 2013-03. All those in favor? Opposed? Motion carried five (5), zero (0).

Paul Rudolph: Am I late, Folks?

Al Holweger: Good evening.

Gary Meyer: Go ahead.

Krystal Powless: I'm writing down what time Paul came in.

Budget Form No.4 (Rev. 2013)

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATE
Ordinance Number: 2013-03

Be it ordained by the **Warrick County Council** that for the expenses of **WARRICK COUNTY** for the year ending December 31, **2014**, the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expense of **WARRICK COUNTY**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local

Government Finance.

This ordinance shall be in full force and effect from and after its passage and approval by the **Warrick County Council**.

WARRICK COUNTY COUNCIL

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|--|--|
| <div>Gary Meyer, D.D.S., President</div> | <div>Greg Richmond, Vice President</div> |
| <div>David Hachmeister</div> | <div>Allan Holweger</div> |
| <div>Paul Rudolph</div> | <div>Brad Overton</div> |
| <div>Charlie Christmas</div> | |

ATTEST:

L.B. Dixie Dugan, Auditor

| <u>BUDGET ESTIMATE FINANCIAL STATEMENT PROPOSED TAX RATE</u> | Total Estimated Budget for incoming Year | Net Amount To Be Raised by Tax Levy | Net Tax Rate on each one hundred dollars of taxable property |
|--|---|--|--|
| County General Fund | 14,157,428.00 | 11,686,451.00 | 1.000000 |
| 2015 Reassessment | 477,579.00 | 305,579.00 | 0.030000 |
| Court House Lease Rental | 1,110,100.00 | 720,953.00 | 0.100000 |
| Highway | 2,954,494.00 | 0.00 | 0.000000 |
| Local Road & Street | 1,047,500.00 | 0.00 | 0.000000 |
| Cumulative Bridge | 274,219.00 | 248,249.00 | 0.020000 |
| Health | 588,606.00 | 467,500.00 | 0.030000 |
| Cumulative Drain | 186,561.00 | 154,029.00 | 0.020000 |
| Parks & Recreation | 575,036.00 | 193,678.00 | 0.030000 |
| Park Bond | 192,205.00 | 311,975.00 | 0.050000 |
| Election/Registration | 262,837.00 | 233,063.00 | 0.020000 |
| Cumulative Capital Development | 723,213.00 | 601,984.00 | 0.040000 |
| Redevelopment - General | 14,937.00 | 0.00 | 0.00 |
| Local Health Maintenance | 48,859.00 | 0.00 | 0.00 |
| Economic Development | 3,499,170.00 | 0.00 | 0.00 |
| Economic Development Commission | 5,325.00 | 0.00 | 0.00 |
| Building Authority | 135,103.00 | 0.00 | 0.00 |
| Plat Book | 5,600.00 | 0.00 | 0.00 |
| Section Corner Perpetuation | 7,448.00 | 0.00 | 0.00 |
| County Corrections | 42,119.00 | 0.00 | 0.00 |
| Emergency Telephone System | 575,315.00 | 0.00 | 0.00 |
| Pre-Trial Diversion | 71,845.00 | 0.00 | 0.00 |
| Adult Probation Circuit | 16,000.00 | 0.00 | 0.00 |
| Court Jury Fees | 30,000.00 | 0.00 | 0.00 |
| Clerk Perpetuation | 70,628.00 | 0.00 | 0.00 |
| County Drug Free Community | 26,000.00 | 0.00 | 0.00 |
| Emergency Right to Know | 7,150.00 | 0.00 | 0.00 |
| Probation User Fees | 31,561.00 | 0.00 | 0.00 |
| County Sales Disclosure | 7,800.00 | 0.00 | 0.00 |
| Storm Sewer | 1,586,302.00 | 0.00 | 0.00 |
| Guardian Ad Litem | 10,000.00 | 0.00 | 0.00 |
| Drug Court/CSAP | 20,000.00 | 0.00 | 0.00 |
| DD/DC Program | 191,543.00 | 0.00 | 0.00 |
| Vehicle Inspection | 500.00 | 0.00 | 0.00 |
| County ID Security Protection | 10,000.00 | 0.00 | 0.00 |
| Recorder Perpetuation | 118,710.00 | 0.00 | 0.00 |
| Supplemental Public Defender | 8,000.00 | 0.00 | 0.00 |
| Rainy Day | 326,155.00 | 0.00 | 0.00 |

Gary Meyer: Is there anybody from the public like to address this, since this is the Public Hearing for Ordinance 2013-03. Yes, Sir?

Philip Springston: (Cannot hear; he is away from the mic)

Gary Meyer: Would you come up here?

Philip Springston: Would this be on any item for the 2014 Budget?

Gary Meyer: Yeah.

Philip Springston: Okay, I'm Philip Springston; I reside at 899 East Tennyson Road, Boonville, Indiana. Been a residence of Warrick County for thirty one (31) years, I'm going to give you a little additional history. I went off the Warrick County Fair Committee in 2011 after serving on that committee for twenty four (24) years. Had two (2) children that went the full ten (10) years each in 4-H, I didn't have that opportunity when I was a kid but I don't think there's a better program that anybody can match up to it anywhere. The skills that they learn in 4-H is just bar-none, it's one of the highest things they can learn. I can quote you from people from high up in Monsanto or DuPont, GE that I've talked to over the years that when they look at resumes of college kids that if they have FFA on their job application or if they have 4-H on their job application, they just get moved up a little notch just because of those two (2) accomplishments. So, it's known...4-H is known well over the country. I come to you because of the concern of hearing a few things and I verified this through Krystal earlier in the week, but as I'm understanding the 2012 and 2013 there was

forty thousand (\$40,000.00) in the 4-H Grounds and Building line item, five thousand (\$5,000.00) in the 4-H Club Association line item and two thousand (\$2,000.00) in the Fair Security line item. According to what Krystal told me that that currently has been...the forty thousand (\$40,000.00) has been cut back to twenty thousand (\$20,000.00) and the 4-H Club Association is zero (\$0.00) and 4-H Fair Security is zero (\$0.00). I'll talk a little bit about the security first. I did not take time to look back but it's been several years ago, to tell you how far back it's been, Mr. Barr and Mr. Rector were Commissioners at the time. As a member of the Fair Committee I approached them about having the county provide some funding for security. They said they didn't have the money and they weren't going to ask for it because the council wouldn't give it to them. Gary, you were probably on this council at that time, you may remember, but I went to the County Council and asked the council for the money. And it didn't happen just the first meeting but my memory also serves me right, I got four thousand dollars (\$4,000.00) from the council at the time and that's where it started and I don't know where it went from four thousand (\$4,000.00) to two thousand (\$2,000.00), I didn't ask Krystal, it really didn't matter because the last two (2) years you paid two thousand (\$2,000.00). I had somebody verify for me last night at the Center Board Meeting that in 2012 the Security and the EMS at the fair they spent five thousand six hundred fifty dollars (\$5,650.00). Now I have a problem when this is the single largest group of Warrick County people and additional county people that are in one place at one time, I don't know any other function in Indiana...or excuse me, in Warrick County that has this many people added at one time. So I think security is very important. We pay, we try to get volunteers for security, but I can tell you that that list is very short and I don't even know if the last two (2) years if we even got any volunteers. But it cost us twenty five dollars (\$25.00) an hour and because of the FOP Agreement they will not let one (1) person be by their self so we have to pay two (2) people together and we usually have four (4) people at a time on the grounds and sometimes six (6) and they work in shifts. So regardless to that we're paying fifty dollars (\$50.00) an hour for those two (2). And then when you've got another two (2) over here and other two (2) over here you can see how that adds up. We have to pay for the EMS because if we want to guarantee that they be there and that's required by the insurance of the carrier for our events that we have to have EMS so we have to pay them and last year's charge was one hundred dollars (\$100.00) an hour and they also reported last night at the Center Board that that number will probably go up since the changes are being made at the hospital but they don't know about that. They have to pay that to guarantee an EMS person, you know, somebody there. Otherwise they're...if they don't do that, they're there, if they get called out they go and then the arena event and some of the other events just have to stop because there is no EMS on the grounds and that's required by the insurance carrier that we carry. I just would request that you try to find funds to...I mean, I'm really sad that we're going from forty thousand (\$40,000.00) to twenty thousand (\$20,000.00) the last several years we've been able to make some improvements out there, some through other donations and that money is very important and I know money is tight, it's tight all over and I'll be the first one to tell you we can thank the legislatures by the property tax caps, I can give you exact data of why that...a lot of that shortage of funding is going that way. I'm not sure why you decided that the 4-H Club went from five thousand (\$5,000.00) to zero (\$0.00). Maybe you're just going down through line items and trying to find places to cut but you know as a tax payer and a...an organization that is a volunteer organization that people are, you know, they don't get paid to serve out there and I'm not sure what they're going to do next year because they've had a gentleman for the last several years has been retired and did probably ninety nine percent (99%) of the mowing and he is retired, retired. Tom Shoulders, he's up in age and his health is not as good and he's not going to do that so, you know, finding somebody to step forward to do all that mowing for volunteer is going to be really hard to do so they're probably going to have to be spending money for that so I'm here...and to tell you how important this is to me, I mean, I left the field to come here and I just think...I just hope that you can find some money somewhere to put this back. If you have any questions I'll be glad to answer them.

David Hachmeister: You left out that 4-H is the most participated youth organization in the United States. I just thought I'd add that too.

Philip Springston: Well, I don't doubt that, David, I mean...

Charlie Christmas: My daughters went through 4-H, Hachmeister kids went through 4-H, we spent a lot of years there.

Philip Springston: I mean, I still do volunteer work out there and still sponsor some of the shows and things like that, I'm not on the fair committee so I don't see the numbers from month to month but I, you know, have been reading about the budget cuts and so I looked into it and saw where we...if I understood the numbers Krystal gave me we went from forty thousand (\$40,000.00) on the grounds and the buildings to twenty thousand (\$20,000.00) and the other two (2) line items are zero (\$0.00). And dollars are important but I mean, I just really...I don't know what they'll do, I mean, I would hate, I mean, that two thousand (\$2,000.00) only paid a portion of what they were spending and I don't...like I said, I don't know what year it went from four thousand (\$4,000.00) to two thousand (\$2,000.00) but I'm almost certain that the first few years that we got the funding years ago it was four thousand (\$4,000.00) because it was roughly at that time we were spending about forty five (\$4,500.00) we were spending five hundred (\$500.00) more than we got I know that. And look at everything else that has gone up and they're going to be looking at places to cut and I know they still want to do some more improvements and I would hate to see that facility start to go backwards because the last few years it's actually starting to look better and being utilized more. It's just a great program and I would hate for the 4-H clubs or the kids to suffer because of something like this. And I thank you for your time.

Gary Meyer: Okay, thank you, Phil. Anybody else who would like to address the council?

Amy Brandsasse: Hi there.

Gary Meyer: Hi there.

Amy Brandsasse: My name is Amy Brandsasse.

David Hill: I'm David Hill.

Amy Brandsasse: We're Guardian Ad Litem over at the Courthouse and before we talk about the real reason why we're here today, I want to just take a second to explain to you guys what we actually do for the courts. As Guardian Ad Litem you know we represent the best interest of children in the courtroom. The majority of our cases are during divorce when parents are at their worst, that's why they're divorcing, when parents are at their worse unfortunately their children are caught right in the middle of that. The Judges entrust us with representing the needs for those kids in these divorce cases. We are not 8:30 to 4:00 workers. Most of time when our co-workers are at home eating dinner we can be found at someone else's table talking to a child in their home in the evenings. Our hours are extended outside of those court hours. What we do is very important because the smallest decision we make today could actually affect that child for the rest of their lives. Given the fact that we work outside the hours, I wanted David to take a minute just as a recent example in the last two (2) weeks of what he had to go through regarding an order from the Judge and how his evening ended up.

David Hill: It was probably around 3:00 and one of the Judges had appointed me on a case and it was an abuse case, he was really concerned for the child and so the Judge wanted me to make a home visit to make sure that the children were okay. I went to the home, it was a surprise visit, it was very close to here, went to the home, there was arguing, screaming, yelling, um, it got to the point where we had to call police. I called the police; the police had to remove one of the children from the home. The child was removed from the home, um, and the arguing and screaming continued to go but I was there until 7:30 that night with the police trying to take care of matters. Just before I came to this meeting I was dealing with a meth situation at The Office of Family and Children up the street with a mom that was having meth problems, a dad that was having meth problems, they still have the children in the home. We are in the process of trying to remedy that situation as well. But we advocate for abused and neglected children, we advocate for divorce cases, for juvenile paternity cases, guardianship cases. We go into lice infested homes, we go into any kind of situation that you can think of but we have to follow report to the court and make a recommendation on what's in the best interest for the child. So, we're hoping that you've all had a chance to read the letter that Judge Alyswoth has presented, I don't know if they all have copies or not, but in that last year it was presented to the meeting of a five thousand (\$5,000.00) pay increase to each

Guardian Ad Litem where the fees were collected and it was my understanding that the council had agreed to compromise and do two thousand five hundred (\$2,500.00) which you all did and we want to thank you for that.

Amy Brandsasse: Thank you and it was our understanding, it was a stipulation we had to prove that we could continue to bring in the revenues to cover that raise which was out of the Guardian Ad Litem Fee fund, it was not out of the General fund and so effective January 1 we were diligent in collecting fees. We scheduled extra court hearing to hold those parents accountable who had not paid the fees and the Judges were very good about giving parents opportunities to make payments and make payment arrangements and on occasion a couple did have warrants issued for their arrest, their bond money was set at one hundred and fifty dollars (\$150.00) which was their portion of the fee so when someone posted bond for them that money went into the fund. And because of the high numbers of cases we do get, we were able to cover the cost of what would have been our original or Judge Kelley's original request to supplement our income with the ten thousand dollars (\$10,000.00) which would be five thousand dollars (\$5,000.00) apiece and we clearly, at the end of last month raised enough money for the next quarter it would actually still be pure revenue in the fund for any other expenses. I do believe it puts us over forty thousand dollars (\$40,000.00) in that fund although I haven't seen the numbers, it should put us over forty thousand dollars (\$40,000.00). We're using our own personal vehicles to do home visit, to meet with these children, to meet with families, therapists. As of today from January 1st to today between the two (2) of us we've put five thousand five hundred (5,500) miles on our personal vehicles. We're being compensated forty four cents (\$0.44) a mile which is well below the federal reimbursement of fifty six point five cents (\$0.56.5) per miles which is what it actually costs to operate a vehicle. So every day we get in the car and drive to do home visits we're losing money in regard to our own vehicles. We are one hundred percent (100%) understanding of the position that you guys have been in regards to the budget cuts. We do understand that. We are in the same position and we have been cutting our operating expenses using double sided pages...everything we can do to cut our budget and it's money that does not come out of a general budget, it would not cost the tax payers any additional money for us to get the other half of the money that was requested by Judge Kelley last summer, I don't remember the exact meeting...

David Hill: But back to the miles, I'm traveling to Loogootee Monday, I have to go to somewhere on Tuesday, I have to go to Indianapolis and I'm using my own personal vehicle for that and it is wear and tear on the vehicle. I have several...one hundred twenty three thousand (123,000) miles on my car right now and I put a lot of miles on it and we're just basically asking for that increase of two thousand five hundred (\$2,500.00) since we have diligently raised that money in our own Guardian Ad Litem fund.

Amy Brandsasse: And Judge Aylsworth and Judge Meier wrote a letter in support of that, Judge Kelley unfortunately is on vacation, um, and he knows we are here representing to the council.

David Hill: Stressing that we're not taking money out of the General Fund, we're stressing that we're taking money out of money that we've received from the divorce cases and the juvenile attorney cases. Basically forty thousand dollar (\$40,000.00).

Amy Brandsasse: Does anyone have any questions for us?

Paul Rudolph: I'll state...so, Ms. Brandsasse, I've used your services in the past as far as my legal career on behalf of clients and you've done a terrific job. I've not had the opportunity to use your services, Mr. Hill, but I will certainly state that you guys are a benefit to the county. The timing of course is a little challenging as far as this request. The...you know, as you may know we have certain employees that are being voluntarily separated from their positions at this time so the Council's got a tough job as far as it's just...it's a challenge to be fulfilling a request like this even if it's not for property dollars or from the general fund at a time when we have other...not enough money to go around in that fund so the timing is a little challenging. I don't...I just wanted to make sure you guys were aware of that.

Amy Brandsasse: We appreciate...we appreciate you actually giving us the time to state our case and we do understand.

Greg Richmond: I'd like to make a motion that we increase each of them twenty five hundred dollars (\$2,500.00) since that is funds they're generating.

Gary Meyer: Motion made by Greg to increase Guardian Ad Litem by two thousand five hundred (\$2,500.00) each, which is a total of five thousand dollars (\$5,000.00). Is there a second? Is there a second? Is there a second? Motion dies for a lack of a second.

David Hill: Thank you.

Amy Brandsasse: Alright, thank you.

Gary Meyer: Okay, thank you. Okay. Department Totals, Budget Form, are you going to read those?

Krystal Powless: I'm going to read just the County General totals because I've already stated the totals for all of the other funds in the last one that I read so...

COUNTY GENERAL:

| | | |
|----------------------------|------|------------|
| CLERK | 0001 | |
| Personal Services | | 398,465.00 |
| Supplies | | 12,500.00 |
| Other Services and Charges | | 69,515.00 |
| Capital Outlay | | 0.00 |
| TOTAL CLERK | | 480,480.00 |
| AUDITOR | 0002 | |
| Personal Services | | 370,933.00 |
| Supplies | | 7,380.00 |
| Other Services and Charges | | 7,995.00 |
| Capital Outlay | | 0.00 |
| TOTAL AUDITOR | | 386,308.00 |
| TREASURER | 0003 | |
| Personal Services | | 143,950.00 |
| Supplies | | 3,750.00 |
| Other Services and Charges | | 34,900.00 |
| Capital Outlay | | 0.00 |
| TOTAL TREASURER | | 182,600.00 |
| RECORDER | 0004 | |
| Personal Services | | 137,439.00 |
| Supplies | | 3,000.00 |
| Other Services and Charges | | 1,652.00 |
| Capital Outlay | | 0.00 |

| | | |
|----------------------------|------|--------------|
| TOTAL RECORDER | | 142,091.00 |
| ASSESSOR | 0008 | |
| Personal Services | | 254,204.00 |
| Supplies | | 4,100.00 |
| Other Services and Charges | | 26,900.00 |
| Capital Outlay | | 0.00 |
| TOTAL ASSESSOR | | 285,204.00 |
| SURVEYOR | 0006 | |
| Personal Services | | 83,244.00 |
| Supplies | | 1,225.00 |
| Other Services and Charges | | 2,910.00 |
| Capital Outlay | | 0.00 |
| TOTAL SURVEYOR | | 87,379.00 |
| CORONER | 0007 | |
| Personal Services | | 104,000.00 |
| Supplies | | 2,500.00 |
| Other Services and Charges | | 18,600.00 |
| Capital Outlay | | 0.00 |
| TOTAL CORONER | | 125,100.00 |
| PROSECUTING ATTORNEY | 0009 | |
| Personal Services | | 420,800.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL PROSECUTING ATTORNEY | | 420,800.00 |
| CHILD SUPPORT (Prosecutor) | 9600 | |
| Personal Services | | 84,586.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL CHILD SUPPORT | | 84,586.00 |
| CIRCUIT COURT | 0232 | |
| Personal Services | | 422,139.00 |
| Supplies | | 4,500.00 |
| Other Services and Charges | | 33,550.00 |
| Capital Outlay | | 0.00 |
| TOTAL CIRCUIT COURT | | 460,189.00 |
| SUPERIOR COURT #1 | 0201 | |
| Personal Services | | 423,409.00 |
| Supplies | | 3,750.00 |
| Other Services and Charges | | 13,190.00 |
| Capital Outlay | | 0.00 |
| TOTAL SUPERIOR COURT #1 | | 440,349.00 |
| COURTHOUSE | 0161 | |
| Personal Services | | 156,324.00 |
| Supplies | | 10,700.00 |
| Other Services and Charges | | 222,000.00 |
| Capital Outlay | | 0.00 |
| TOTAL COURTHOUSE | | 389,024.00 |
| SHERIFF | 0005 | |
| Personal Services | | 2,443,262.00 |
| Supplies | | 213,500.00 |
| Other Services and Charges | | 121,000.00 |
| Capital Outlay | | 100,000.00 |
| TOTAL SHERIFF | | 2,877,762.00 |
| JAIL | 0380 | |
| Personal Services | | 785,908.00 |
| Supplies | | 133,000.00 |
| Other Services and Charges | | 277,107.00 |
| Capital Outlay | | 0.00 |
| TOTAL JAIL | | 1,196,015.00 |
| AREA PLAN COMMISSION | 0079 | |
| Personal Services | | 157,526.00 |
| Supplies | | 3,450.00 |
| Other Services and Charges | | 5,940.00 |
| Capital Outlay | | 0.00 |
| TOTAL AREA PLAN | | 166,916.00 |
| COMMISSIONERS | 0068 | |
| Personal Services | | 3,265,803.00 |
| Supplies | | 3,000.00 |
| Other Services and Charges | | 1,070,998.00 |
| Capital Outlay | | 0.00 |

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|---------------------------------|---------------|---------------|
| TOTAL COMMISSIONERS | | 4,339,801.00 |
| EMERGENCY MANAGEMENT | 9601 | |
| Personal Services | | 87,528.00 |
| Supplies | | 12,977.00 |
| Other Services and Charges | | 16,721.00 |
| Capital Outlay | | 0.00 |
| TOTAL EMERGENCY MANAGEMENT | | 117,226.00 |
| VETERANS SERVICE OFFICER | 0012 | |
| Personal Services | | 59,895.00 |
| Supplies | | 1,000.00 |
| Other Services and Charges | | 2,450.00 |
| Capital Outlay | | 600.00 |
| TOTAL VETERAN SERVICE OFFICER | | 63,945.00 |
| EXTENSION SERVICE (AGENT) | 0011 | |
| Personal Services | | 147,222.00 |
| Supplies | | 5,000.00 |
| Other Services and Charges | | 18,050.00 |
| TOTAL EXTENSION SERVICE (AGENT) | | 170,272.00 |
| SUPERIOR COURT #2 | 0202 | |
| Personal Services | | 333,034.00 |
| Supplies | | 7,500.00 |
| Other Services and Charges | | 14,650.00 |
| Capital Outlay | | 0.00 |
| TOTAL SUPERIOR COURT #2 | | 355,184.00 |
| CENTRAL DISPATCH | 0303 | |
| Personal Services | | 853,032.00 |
| Supplies | | 2,100.00 |
| Other Services and Charges | | 42,000.00 |
| Capital Outlay | | 0.00 |
| TOTAL CENTRAL DISPATCH | | 897,132.00 |
| COUNCIL | 0061 | |
| Personal Services | | 227,725.00 |
| Supplies | | 2,000.00 |
| Other Services and Charges | | 89,750.00 |
| Capital Outlay | | 0.00 |
| TOTAL COUNCIL | | 319,475.00 |
| COMPUTER MAINTENANCE | 9602 | |
| Personal Services | | 0.00 |
| Supplies | | 20,000.00 |
| Other Services and Charges | | 149,590.00 |
| TOTAL COMPUTER MAINTENANCE | | 169,590.00 |
| COUNTY GENERAL | | |
| Totals | 16,029,174.00 | 14,157,428.00 |
| HIGHWAY ADMINISTRATION | 0108 | |
| Personal Services | | 233,419.00 |
| Supplies | | 2,000.00 |
| Other Services and Charges | | 3,500.00 |
| Capital Outlay | | 1,000.00 |
| TOTAL HIGHWAY ADMINISTRATION | | 239,919.00 |
| HIGHWAY MAINTENANCE & REPAIR | 0531 | |
| Personal Services | | 906,779.00 |
| Supplies | | 4,000.00 |
| Other Services and Charges | | 319,500.00 |
| Capital Outlay | | 0.00 |
| TOTAL HIGHWAY MAINTENANCE | | 1,230,279.00 |
| HIGHWAY GENERAL | 0533 | |
| Personal Services | | 1,205,003.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 122,886.00 |
| Capital Outlay | | 0.00 |
| TOTAL HIGHWAY GENERAL | | 1,327,889.00 |
| HIGHWAY ENGINEER | 0306 | |
| Personal Services | | 149,307.00 |
| Supplies | | 2,200.00 |
| Other Services and Charges | | 3,400.00 |
| Capital Outlay | | 1,500.00 |
| TOTAL HIGHWAY ENGINEER | | 156,407.00 |
| TOTAL HIGHWAY | | |

| | | |
|--------------------------------------|--------------|--------------|
| Totals | 3,200,000.00 | 2,954,494.00 |
| STORM SEWER | 0907 | |
| Personal Services | | 458,912.00 |
| Supplies | | 13,500.00 |
| Other Services and Charges | | 82,390.00 |
| Capital Outlay | | 1,031,500.00 |
| TOTAL STORM SEWER | | 1,586,302.00 |
| PARK & RECREATION | 1301 | |
| Personal Services | | 429,906.00 |
| Supplies | | 43,750.00 |
| Other Services and Charges | | 100,380.00 |
| Capital Outlay | | 1,000.00 |
| TOTAL PARK & RECREATION | | 575,036.00 |
| HEALTH | 0801 | |
| Personal Services | | 559,556.00 |
| Supplies | | 9,450.00 |
| Other Services and Charges | | 19,600.00 |
| Capital Outlay | | 0.00 |
| TOTAL HEALTH | | 588,606.00 |
| PARK BOND | 1380 | |
| Personal Services | | 0.00 |
| Supplies | | 0.00 |
| Debt Service | | 225,000.00 |
| Capital Outlay | | 0.00 |
| TOTAL PARK BOND | | 225,000.00 |
| ELECTION/REGISTRATION | 0102 | |
| Personal Services | | 183,887.00 |
| Supplies | | 7,000.00 |
| Other Services and Charges | | 53,950.00 |
| Capital Outlay | | 18,000.00 |
| TOTAL ELECTION/REGISTRATION | | 262,837.00 |
| GUARDIAN AD LITEM | 9504 | |
| Personal Services | | 10,000.00 |
| Supplies | | 0.00 |
| Other Services and Chgs | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL GUARDIAN AD LITEM | | 10,000.00 |
| CUM CAP DEVELOPMENT | 2391 | |
| Personal Services | | 0.00 |
| Supplies | | 0.00 |
| Services and Charges | | 723,213.00 |
| TOTAL CUM CAP DEVELOPMENT | | 723,213.00 |
| CUM DRAINAGE | 0991 | |
| Personal Services | | 126,591.00 |
| Supplies | | 5,560.00 |
| Other Services and Charges | | 52,255.00 |
| Capital Outlay | | 2,155.00 |
| TOTAL CUM DRAINAGE | | 186,561.00 |
| CUM BRIDGE | 0790 | |
| Personal Services | | 274,219.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL CUM BRIDGE | | 274,219.00 |
| LOCAL ROAD & STREET | 0706 | |
| Personal Services | | 0.00 |
| Supplies | | 725,000.00 |
| Other Services and Charges | | 152,500.00 |
| Capital Outlay | | 170,000.00 |
| TOTAL LOCAL ROAD & STREET | | 1,047,500.00 |
| BUILDING AUTHORITY | 2201 | |
| Personal Services | | 122,103.00 |
| Supplies | | 3,500.00 |
| Other Services and Charges | | 9,500.00 |
| Capital Outlay | | 0.00 |
| TOTAL BUILDING AUTHORITY | | 135,103.00 |
| PRE-TRIAL DIVERSION | 9500 | |
| Personal Services | | 19,795.00 |
| Supplies | | 14,500.00 |
| Other Services and Charges | | 37,550.00 |

| | | |
|---------------------------------------|------|--------------|
| Capital Outlay | | 0.00 |
| TOTAL PRE-TRIAL DIVERSION | | 71,845.00 |
| COUNTY CORRECTIONS | 9501 | |
| Personal Services | | 42,119.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL COUNTY CORRECTIONS | | 42,119.00 |
| SECTION CORNER PERPETUATION | 9502 | |
| Personal Services | | 0.00 |
| Supplies | | 98.00 |
| Other Services and Charges | | 7,350.00 |
| Capital Outlay | | 0.00 |
| TOTAL SECTION CORNER PERP. | | 7,448.00 |
| LOCAL HEALTH MAINTENANCE | 9503 | |
| Personal Services | | 35,632.00 |
| Supplies | | 2,397.00 |
| Other Services and Charges | | 10,830.00 |
| Capital Outlay | | 0.00 |
| TOTAL LOCAL HEALTH MAINTENANCE | | 48,859.00 |
| ECONOMIC DEVELOPMENT | 2402 | |
| Personal Services | | 189,589.00 |
| Supplies | | 6,269.00 |
| Other Services and Charges | | 2,970,862.00 |
| Capital Outlay | | 332,450.00 |
| TOTAL ECONOMIC DEVELOPMENT | | 3,499,170.00 |
| REDEVELOPMENT - GENERAL | 2430 | |
| Personal Services | | 0.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 14,937.00 |
| Capital Outlay | | 0.00 |
| TOTAL REDEVELOPMENT – GENERAL | | 14,937.00 |
| COURT HOUSE LEASE RENTAL | 0580 | |
| Personal Services | | 0.00 |
| Supplies | | 0.00 |
| Debt Service | | 1,110,100.00 |
| Capital Outlay | | 0.00 |
| TOTAL COURT HOUSE LEASE RENTAL | | 1,110,100.00 |
| EMERGENCY PHONE SYSTEM | 1156 | |
| Personal Services | | 0.00 |
| Other Services and Charges | | 565,315.00 |
| Capital Outlay | | 10,000.00 |
| TOTAL EMERGENCY PHONE SYSTEM | | 575,315.00 |
| PLAT BOOK | 9506 | |
| Personal Services | | 0.00 |
| Supplies | | 5,000.00 |
| Other Services and Charges | | 600.00 |
| Capital Outlay | | 0.00 |
| TOTAL PLAT BOOK | | 5,600.00 |
| ECON DEV COMMISSION | 9507 | |
| Personal Services | | 5,000.00 |
| Supplies | | 250.00 |
| Other Services and Charges | | 75.00 |
| Capital Outlay | | 0.00 |
| TOTAL ECON DEV COMMISSION | | 5,325.00 |
| DRUG FREE COMMUNITY | 9508 | |
| Personal Services | | 26,000.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL DRUG FREE COMMUNITY | | 26,000.00 |
| ADULT PROBATION CIRCUIT | 9509 | |
| Personal Services | | 9,500.00 |
| Supplies | | 4,000.00 |
| Other Services and Charges | | 2,500.00 |
| Capital Outlay | | 0.00 |
| TOTAL ADULT PRO CIRCUIT | | 16,000.00 |
| CLERK PERPETUATION | 9510 | |
| Personal Services | | 70,628.00 |

| | | |
|---|------|------------|
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL CLERK PREPETUATION | | 70,628.00 |
| COUNTY SALES DISCLOSURE | 9511 | |
| Personal Services | | 7,800.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL COUNTY SALES DISCLOSURE | | 7,800.00 |
| EMERGENCY RIGHT TO KNOW | 9512 | |
| Personal Services | | 0.00 |
| Supplies | | 2,000.00 |
| Other Services and Charges | | 5,150.00 |
| Capital Outlay | | 0.00 |
| TOTAL EMERGENCY RIGHT TO KNOW | | 7,150.00 |
| COURT JURY FEES | 9517 | |
| Personal Services | | 30,000.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL COURT JURY FEES | | 30,000.00 |
| DRUG COURT/CSAP | 9516 | |
| Personal Services | | 0.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 20,000.00 |
| Capital Outlay | | 0.00 |
| TOTAL DRUG COURT/CSAP | | 20,000.00 |
| DD/DC PROGRAM | 9515 | |
| Personal Services | | 191,543.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL DD/DC PROGRAM | | 191,543.00 |
| CO. ID SECURITY PROTECTION | 9520 | |
| Personal Services | | 10,000.00 |
| Supplies | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL CO. ID SECURITY PROTECTION | | 10,000.00 |
| 2015 REASSESSMENT | 0124 | |
| Personal Services | | 256,079.00 |
| Supplies | | 4,000.00 |
| Other Services and Charges | | 217,500.00 |
| Capital Outlay | | 0.00 |
| TOTAL 2015 REASSESSMENT | | 477,579.00 |
| RECORDER PERPETUATION | 9518 | |
| Personal Services | | 38,710.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 80,000.00 |
| Capital Outlay | | 0.00 |
| TOTAL RECORDER PERPETUATION | | 118,710.00 |
| PROBATION USER FEES | 9505 | |
| Personal Services | | 31,561.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL PROBATION USER FEES | | 31,561.00 |
| VEHICLE INSPECTION | 9519 | |
| Personal Services | | 500.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL VEHICLE INSPECTION | | 500.00 |
| RAINY DAY | 0061 | |
| Personal Services | | 326,155.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL RAINY DAY | | 326,155.00 |

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|---|------|----------|
| SUPPLEMENTAL PUBLIC DEFENDER | 9514 | 8,000.00 |
| Personal Services | | 0.00 |
| Supplies | | 0.00 |
| Other Services and Charges | | 0.00 |
| Capital Outlay | | 0.00 |
| TOTAL SUPPLIMENTAL PUBLIC DEFEND | | 8,000.00 |

Gary Meyer: Okay, Levies and Tax Rates? You’ve already read those.

Krystal Powless: Yes, I’ve read those.

Gary Meyer: Okay, so I guess now we’re ready for...unless there’s somebody else who would like to address the Council on this since this is the Public Hearing?

Pat Brooks: Pat Brooks, Warrick County Treasurer. I know that everybody is...and I understand that you all are in a bind and everybody needs money, I understand that. I think that in my office and I just handed a list of the things and I just ran totals this afternoon and this is new tax money we’re bringing in and one I would call attention to is the new Deputy. We found out that on the mobile homes out-of-state corporations, Capital One and other corporations, they sell these trailers, they go in under people’s names, the taxes never get paid, and we found there are multiple parcel numbers on individual trailers. We assigned a new Deputy, Kim, who came in and we have looked those up and we have the Capital One and Green Tree, the investment companies that are out-of-state have not been paying their fair share on mobile homes. And just finding this out we’ve collected so far sixteen thousand dollars (\$16,000.00) by doing the research and doing this. That’s one of the things that we did not have. We’re going back to old judgments from 2005, we have collected since April thirty two thousand dollars (\$32,000.00). Now, all of this is a lot of cross checking, we got one mobile home park, and it was some company out of New York that owned it that hadn’t paid all the taxes on the trailers, they sell them to people, move out, leave them, they don’t get paid because they’re not kept up. They have paid twenty (20) of the old judgments. So since April we’ve collected an additional thirty two thousand dollars (\$32,000.00) on that. I’m going back and scratching every place I can find and this was back...there are...what are parcel numbers, the double parcels that were not claimed, we’ve sent out letters, one hundred eighty one (181), we found out we can take people to court if they’re only two (2) tax payments behind. Simply said we can’t put them on Tax Sale and sometimes people only pay enough so they’re two (2) off. We found out we can take Small Claims Court. And something else the state is doing, which is in the next meeting which the attorney has the papers on that, now we have to set up payment plans. Three (3) different sets of payment plans; one for those in the School Corporation we help with employees, that’s one payment plan and garnishment. Then we have to set up Tax Sale plans and I’ve been working with Barrington Development was one, Meyer Center; we’re working because they don’t want it sold on Tax Sale. And the third type is anyone that is behind two (2) payments we have to set up monthly payments where they can make monthly payments and you’ll see that coming up shortly. This is all things the previous four (4) years didn’t have to do. And what I’m saying to you, I’m the smallest office, I have four (4) people, and I do work, I’m there receiving, doing cash book, Debbie’s doing financials, we’re not sitting around. I’ve got them doing research, we are bringing in the money and I would like for you to seriously consider leaving me with my four (4) people and me. Twenty five percent (25%) is a hefty cut for me and I know you left some money in part-time and I thank you for that, that’s for spring and fall. And you know if I had to cut part-time back but I need to keep the people on the projects and doing those projects and I would appreciate any consideration. You know, I don’t know what, if I lose a person, I don’t know what to cut, and I don’t know what to do. Now, in the spring and fall I don’t mind working Saturdays but I’m not going to work Saturdays. I had a Deputy and myself, we work Saturdays and I don’t mind doing that occasionally, I’m salary, it doesn’t matter, I’m very appreciative of the pay that I get and I enjoy working but I cannot keep it all going. To me which project do I not do? What do I give up? I would really appreciate it if you would reconsider and let me keep my four (4) people. If you have to cut part-time...I think in one of my proposals I said go in and cut everybody’s salary by five (5%) to ten percent (10%), I’m willing to do that, but to operate the office efficiently, keep the financials going on three (3) separate programs mind you, that I have to balance to, I can’t. I just can’t do it all. I think it would be the county’s loss and I do appreciate your time, I appreciate you reconsidering, you know, what project to do I drop? I even brought the list in. These are all the things we’ve been cross checking looking up to collect money. We would have never gotten the sixteen thousand (\$16,000.00) hadn’t we gone back and looked at the parcel numbers. What the companies out-of-state were getting by with. So I would appreciate your consideration. Anybody have any questions for me?

Gary Meyer: Thank you, Pat.

Pat Brooks: Thank you.

Gary Meyer: Anyone else? Okay, we’re looking at Ordinance 2013-03. We vote on that tonight, Counselor, and then we vote on it on October 17th, correct?

Greg Granger: Yes, correct.

Gary Meyer: Okay. We need a motion to approve, disapprove, something.

Charlie Christmas: I make a motion we approve.

Gary Meyer: Motion made by Charlie to approve. Is there a second? Is there a second?

Allan Holweger: Let me ask, can we add or subtract after we make the...once we approve we can’t make any adjustments or do any...?

Krystal Powless: You can still make adjustments, I mean; you can make adjustments up to the 17th but...

Charlie Christmas: We still got one more reading.

Allan Holweger: Okay, well, I’ll second it then.

Gary Meyer: And seconded by Al to approve. Any further discussion? All those in favor? Opposed? Motion carried six (6), zero (0). Okay, Ordinance for Salaries and Wages 2013-04.

Krystal Powless: Why don’t you read this one? Do you want to read this one?

Gary Meyer: Not particularly.

Krystal Powless: Okay then.

Warrick County Council Ordinance Number 2013- 04

WARRICK COUNTY, INDIANA

2014 SALARY ORDINANCE

WHEREAS, Indiana Code 36-2-3-7, Indiana Code 36-2-5-11, and Indiana Code 6-1.1-17-5 require that annually, on any date after August 15, but before November 1st, the Warrick County Council, hereinafter also referred to as "the Council", adopt an ordinance

fixing the compensation for all County officers, deputies, and other employees;
WHEREAS, pursuant to Indiana Code 36-2-5-3 the Council has the power to fix the number, job classifications, and compensation of officers, deputies, and employees;

NOW, THEREFORE BE IT ORDAINED that the Council hereby adopts the 2014 Salary Ordinance:

SECTION 1: FACTOR EVALUATION SYSTEM JOB CATEGORIES

Each position is assigned to a job category according to established criteria. The job categories as established by the job classification system are as follows:

| | |
|-------|--|
| COMOT | Clerical, Office Machine Operators, Technician |
| LTC | Labor, Trades and Crafts |
| PAT | Professional, Administrative, Technological |
| POLE | Protective Occupations and Law Enforcement |
| SO | Special Occupations |
| SE | Special Excluded |
| SPEX | Special Exempt |

All SO, SE, and SPEX positions are classified as exempt positions and are not allowed to be compensated monetarily for overtime.

SECTION 2. FACTOR EVALUATION SYSTEM JOB FACTORING

The Factor Evaluation System, hereinafter also referred to as "FES" only compares a position to jobs within the same job category. For example, COMOT jobs cannot be compared to PAT jobs.

SECTION 3: PERSONNEL COMMITTEE

The Warrick County Personnel Committee, hereinafter also referred to as "the Committee", is established to oversee job classification maintenance procedures, study the job classification system and job descriptions, review compensation policies and schedules, and make recommendations to the Council concerning such matters.

The Committee shall have three (3) voting members as follows:

Three (3) County Council members, to be appointed by the Council.
The County Auditor shall serve as an ex-officio, non-voting member of the Committee.
The appointed members shall serve on the Committee until December 31, 2014.
The Committee shall elect a Chairperson and a Vice Chairperson from its own membership.
The Chairperson shall preside at the meetings of the Committee, and in the absence of the Chairperson, the Vice Chairperson shall preside at the meetings of the Committee, and in the absence of the Chairperson, the Vice Chairperson shall preside. The Council shall establish committee policies and procedures.

The Council or the Council's designee shall serve as Secretary for the Committee and shall prepare and post the agenda and give notices as required by the Indiana Open Door Law.

SECTION 4: FAIR LABOR STANDARDS ACT

The salary and hourly pay rates of all classified jobs are established on a forty (40) hour work week, pursuant to the provisions of the Federal Fair Labor Standards Act (FLSA). The County has established timekeeping and payroll policies and procedures to comply with applicable provisions of the FLSA. A listing of all classified positions and their status under the FLSA is on file in the Auditor's office and is incorporated as part of this ordinance.

SECTION 5: WARRICK COUNTY COMPENSATION SCHEDULES

1. Pay schedules for each job category are attached to this Salary Ordinance and are hereby adopted.
2. Pay steps are determined by employee longevity as of January 1. In the event that a position becomes vacant, a current County employee who is appointed to the position shall be compensated at the appropriate step for the new position according to his/her eligible County service.
3. All employees hired after January 1, 2004 will be compensated at the initial rate for the position and will be placed on the new longevity schedule. Each eligible employee will receive longevity pay based upon the initial hire rate calculated on a three year interval at the pay rate of \$250.00 per three (3) year interval as follows:

| YEARS | LONGEVITY PAY |
|-------|---------------|
| 5 | \$ 250.00 |
| 8 | \$ 500.00 |
| 11 | \$ 750.00 |
| 14 | \$ 1,000.00 |
| 17 | \$ 1,250.00 |
| 20 | \$ 1,500.00 |
| 23 | \$ 1,750.00 |
| 26 | \$ 2,000.00 |
| 29 | \$ 2,250.00 |

Any deviation from the salaries specified herein shall be made only after a request to the Council for approval.

Job classifications and salary classes are based on the evaluation of the job description for each position.

WARRICK COUNTY COUNCIL

Gary Meyer, D.D.S., President

Greg Richmond, Vice President

David Hachmeister

Allan Holweger

Paul Rudolph

Brad Overton

Charlie Christmas

ATTEST:

L.B. Dixie Dugan, Auditor

Budget Form No.4 (Rev. 2013)

Revised September 2, 2013

| | | <u>Pay Range Schedule</u> | |
|------------------------------|---|---------------------------|-------------|
| <u>Position</u> | | <u>Low</u> | <u>High</u> |
| CLERK | | | 43,130.00 |
| SE | First Deputy | | 34,614.00 |
| COMOT III | Deputies (7) | 26,678.00 | 32,201.00 |
| COMOT IV | Administrative Clerks (3) | 25,065.00 | 30,221.00 |
| | Part Time Clerical | 9.25/hour | 6,000.00 |
| | Part Time Child Support | 9.25/hour | 9,620.00 |
| COMOT IV | Administrative Clerks (2 at 20%/80% perpetuation) | 25,065.00 | 30,221.00 |
| AUDITOR | | | 45,708.00 |
| SE | First Deputy | | 36,680.00 |
| COMOT II | Second Deputy | 28,758.00 | 34,753.00 |
| COMOT III | Deputies (5) | 26,678.00 | 32,201.00 |
| COMOT IV | Secretary | 25,065.00 | 30,221.00 |
| COMOT IV | Administrative Clerk (2) | 25,065.00 | 30,221.00 |
| COMOT V | Clerical (1) | 23,117.00 | 27,830.00 |
| | Part Time Clerical | 9.25/hour | 2,000.00 |
| TREASURER | | | 43,130.00 |
| SP EX | First Deputy | | 34,614.00 |
| COMOT III | Deputies (2) | 26,678.00 | 32,201.00 |
| | Part Time Clerical | 9.25/hour | 10,850.00 |
| RECORDER | | | 43,130.00 |
| SE | First Deputy | | 34,614.00 |
| COMOT III | Deputies (1) | 26,678.00 | 32,201.00 |
| COMOT V | Clerical (1) | 23,117.00 | 27,830.00 |
| COMOT III | Deputy (1 at 20%/80% perp.) | 26,678.00 | 32,201.00 |
| RECORDER PERPETUATION | | | |
| COMOT III | Deputy 1 at 80% | 26,678.00 | 32,201.00 |
| | Expense | | 2,000.00 |
| | Laredo Expense | | 10,000.00 |
| | Misc Expense | | 20,000.00 |
| | Contractual Services | | 50,000.00 |
| | PERF | | 6,500.00 |
| | Work Comp | | 250.00 |
| | Unemployment | | 1,000.00 |
| | OASI | | 4,000.00 |
| ASSESSOR | | | 43,130.00 |
| COMOT II | Office Administrator | 28,758.00 | 34,753.00 |
| SE | First Deputy | | 34,614.00 |
| COMOT III | Deputies (4) | 26,678.00 | 32,201.00 |
| COMOT IV | Administrative Clerk (1) | 25,065.00 | 30,221.00 |
| SURVEYOR | | | 38,169.00 |
| SO | Chief Deputy | | 5,500.00 |
| SE | Deputy | | 34,614.00 |
| | Legal Allowance | | 1,089.00 |
| | Section Corner Reference | | 3,872.00 |
| CORONER | | | 24,000.00 |
| | Part Time Deputy | 12.00/hour | 0.00 |
| | Part Time Coverage | 7.25/hour | 50,000.00 |
| | Autopsies | | 30,000.00 |
| PROSECUTOR | | | 5,000.00 |
| SO | Chief Deputy | | 5,000.00 |
| SO | First Deputy Criminal Division | | 72,550.00 |
| SO | Deputy Criminal Division (2) | | 53,650.00 |
| SO | Felony Deputy | | 63,750.00 |
| COMOT III | Administrative Assistant (4) | 26,678.00 | 32,201.00 |
| COMOT I | Paralegal (1) | 30,980.00 | 37,481.00 |
| COMOT II | Administrative Assistant | 28,758.00 | 34,753.00 |
| CHILD SUPPORT | | | |
| COMOT III | Administrative Clerk (2) | 26,128.00 | 31,651.00 |
| COMOT I | IV-D Administrator | 30,980.00 | 37,481.00 |
| CIRCUIT JUDGE | | | 5,000.00 |

| | | | |
|-----------|------------------------------------|---------------|------------|
| | Court Reporter | 30,980.00 | 37,481.00 |
| | Juvenile Reporter | 26,678.00 | 32,201.00 |
| | Clerk Report Stenotype | 26,678.00 | 32,201.00 |
| | Probation Officer Adult | | 45,469.00 |
| | Probation Officer Juvenile | | 45,469.00 |
| | Bailiff/Court Administrator | 30,980.00 | 37,481.00 |
| | Guardian ad Litem (2) | 30,980.00 | 37,481.00 |
| | Pauper Counsel | | 85,000.00 |
| | Per Diem Petit Jury | | 8,000.00 |
| | Pauper Defendant Documents | | 7,000.00 |
| | Substitute Court Person | | 4,000.00 |
| | CASA Grant Match | | 28,514.00 |
| | SUPERIOR COURT #1 | | |
| | Judge | | 5,000.00 |
| COMOT I | Reporter I | 30,980.00 | 37,481.00 |
| COMOT I | Court Administrator Bailiff | 30,980.00 | 37,481.00 |
| SO | Probation Officer | Part from 361 | 41,337.00 |
| SO | Probation Officer | Part from 361 | 55,017.00 |
| COMOT III | Reporter III | 26,678.00 | 32,201.00 |
| COMOT III | Reporter III | 26,678.00 | 32,201.00 |
| COMOT III | Reporter III | 26,678.00 | 32,201.00 |
| COMOT III | Reporter III | 26,678.00 | 32,201.00 |
| | Per Diem Petite Jury | | 850.00 |
| | Comp Pauper Counsel Jury Trial | | 2,200.00 |
| | Pauper Document Copies | | 7,000.00 |
| | Pauper Counsel | | 85,000.00 |
| | Part Time Clerical | 9.25/hour | 3,200.00 |
| SO | Field Service Off-Drg Court | | 32,325.00 |
| | COURTHOUSE | | |
| LTC VII | Custodial Employees (3) | 22,274.00 | 27,135.00 |
| PAT IV | Maintenance Person | 32,073.00 | 39,373.00 |
| PAT V | Maintenance Assistant | 29,364.00 | 35,990.00 |
| | Pt Time Custodial | 9.25/hour | 9,880.00 |
| | SHERIFF | | 92,000.00 |
| SE | Chief Deputy | | 56,872.00 |
| POLE | Lieutenants (2) | | 45,668.00 |
| POLE | Sergeants (9) | | 43,042.00 |
| POLE | Deputies (22) | | 39,892.00 |
| POLE | Civil Process (1) | | 31,829.00 |
| POLE | Civilian Security (2) | | 30,708.00 |
| POLE | School Resource Officer (3) at 50% | | 39,892.00 |
| COMOT I | Office Manager | 30,980.00 | 37,481.00 |
| COMOT IV | Secretary (1) | 25,065.00 | 30,221.00 |
| COMOT III | Case Manager | 26,678.00 | 32,201.00 |
| | Retirement | | 392,346.00 |
| | Holiday Pay | | 108,875.00 |
| | Longevity Pay | | 113,600.00 |
| | Overtime Pay | | 52,000.00 |
| | Per Diem Merit Board | | 3,000.00 |
| | Shift Premium | | 14,000.00 |
| | Sick Day Benefits | | 10,000.00 |
| | JAIL | | |
| LTC IV | Food Service Manager | 29,481.00 | 34,911.00 |
| POLE | Civilian Jailer (14) | | 32,994.00 |
| LTC VI | Cooks (3) | 25,939.00 | 30,678.00 |
| POLE | Court Jailer | | 32,994.00 |
| SO | Jail Commander | | 37,052.00 |
| PAT V | Maintenance | 29,364.00 | 35,990.00 |
| | Holiday Pay | | 52,500.00 |
| | Overtime Pay | | 23,000.00 |
| | Longevity | | 8,500.00 |
| | Part Time Cooks | 9.25/hour | 12,000.00 |
| | Shift Premiums Civilian Jailers | | 10,000.00 |
| | AREA PLAN | | |
| SPEX IV | Executive Director | 40,118.00 | 42,618.00 |
| PAT V | Assistant Executive Director | 29,364.00 | 35,990.00 |
| COMOT III | Planner I | 26,678.00 | 32,201.00 |
| COMOT IV | Planner II | 25,065.00 | 30,221.00 |
| | Part Time Clerical | 9.25/hour | 11,470.00 |
| | Attorney | | 8,305.00 |
| | Per Diem 14 Members | | 8,400.00 |
| | COMMISSIONERS (3) | | 23,083.00 |
| | Commissioner President | | 1,000.00 |
| COMOT III | Administrative Assistant | 26,678.00 | 32,201.00 |
| COMOT V | Clerical Assistant (1) | 23,117.00 | 27,830.00 |
| SP EX I | Administrator | 47,995.00 | 50,495.00 |

| | | | | |
|-----------|----|---|----------------|----------------|
| | SO | Computer Resource Specialist | | 43,602.00 |
| | | Inspector Weights & Measures | | 10,500.00 |
| | | County Attorney | | 48,000.00 |
| | | OASI | | 542,510.00 |
| | | PERF | | 718,684.00 |
| | | Group Insurance | | 1,580,000.00 |
| | | Unemployment | | 28,254.00 |
| | | Workmen's Compensation | | 90,005.00 |
| | | HSA Insurance | | 30,000.00 |
| | | EMERGENCY MANAGEMENT | | |
| | | Director | | 44,150.00 |
| | | Assistant Director | | 6,700.00 |
| | | Operations Officer | | 5,500.00 |
| COMOT III | | Administrative Assistant | 26,678.00 | 32,201.00 |
| | | Part Time Clerical | 9.25/hour | 500.00 |
| | | Per Diem 7 Board Members | | 3,500.00 |
| | | VETERAN AFFAIR | | |
| PAT V | | Service Officer | 29,364.00 | 35,990.00 |
| PAT VI | | Assistant Director | 24,594.00 | 30,031.00 |
| | | Part Time Clerical | 9.25/hour | 500.00 |
| | | EXTENSION OFFICE | | |
| | | Extension Educator CED/Ag/Natural Resources | | 35,238.00 |
| | | Extension Educator 4H Youth Development | | 35,238.00 |
| | | Extension Educator Consumer Family Science | | 35,238.00 |
| COMOT II | | Office Manager | 28,758.00 | 34,753.00 |
| | | Part Time Clerical | 9.25/hour | 12,000.00 |
| | | Overtime | | 500.00 |
| | | SUPERIOR COURT #2 | | |
| ELECTED | | Judge | | 5,000.00 |
| COMOT I | | Official Court Reporter | 30,980.00 | 37,481.00 |
| COMOT I | | Bailiff/Court Administrator | 30,980.00 | 37,481.00 |
| COMOT III | | Court Reporter | 26,678.00 | 32,201.00 |
| COMOT III | | Court Reporter | 26,678.00 | 32,201.00 |
| COMOT III | | Reporter/Misdemeanor Division | 26,678.00 | 32,201.00 |
| SO | | Probation Officer/ Adult-Juvenile | | 45,469.00 |
| | | Interpreters | | 1,000.00 |
| | | Per Diem Petit Jury | | 12,000.00 |
| | | Comp Pauper Counsel Jury Trial | | 7,500.00 |
| | | Pauper Document Copies | | 7,000.00 |
| | | Pauper Counsel | | 85,000.00 |
| | | CENTRAL DISPATCH | | |
| POLE | | IDAC Coordinator | | 33,865.00 |
| POLE | | Dispatcher (11) | | 32,444.00 |
| COMOT I | | Computer Service Manager | 30,980.00 | 37,481.00 |
| | | Holiday Pay | | 30,000.00 |
| | | Overtime Pay | | 14,000.00 |
| | | Longevity Pay | | 9,750.00 |
| | | Shift Premium | | 7,200.00 |
| | | Part Time TC Officers | 12.00/hour | 20,000.00 |
| | | Health Insurance | | 217,000.00 |
| | | OASI | | 36,715.00 |
| | | PERF | | 76,537.00 |
| | | COUNCIL | | |
| | | Council Members (7) | | 9,348.00 |
| | | Council President | | 500.00 |
| SP EX V | | Council Administrator | 39,789.00 | 42,289.00 |
| | | Group Insurance | | 160,000.00 |
| | | HIGHWAY ADMINISTRATION | | |
| SP EX I | | Superintendent | 47,995.00 | 50,495.00 |
| SP EX III | | Assistant Superintendent | 43,160.00 | 45,660.00 |
| SP EX V | | Foreman | 39,789.00 | 42,289.00 |
| COMOT III | | Highway Info. Coordinator (2) | 26,678.00 | 32,201.00 |
| SO | | ½ Purchasing Agent | ½ Commissioner | 22,075.00 |
| | | Lead Foreman | | |
| | | Engineer/Administrator | | |
| SP EX V | | Foreman/Fleet Manager | 43,160.00 | 45,660.00 |
| | | HIGHWAY MAINTENANCE | | |
| LTC | | Pay Grade 3 Light Equipment (3) | | 30,943.00 |
| LTC | | Pay Grade 4 Truck Driver (11) | | 32,422.00 |
| LTC | | Pay Grade 5 Heavy Equipment (8) | | 33,851.00 |
| | | Head Mechanic (1) | | .50 cents more |
| LTC | | Laborers (5) | | 27,644.00 |
| | | Longevity | | 18,000.00 |
| | | Overtime | | 20,000.00 |

| | | | |
|-------------------------------|-------------------------------------|----------------|------------|
| HIGHWAY GENERAL | | | |
| LTC | Pay Grade 5 Mechanic Parts Room (3) | | 33,851.00 |
| | OASI | | 120,000.00 |
| | PERF | | 213,953.00 |
| | Group Insurance | | 688,000.00 |
| | Unemployment | | 6,000.00 |
| | Workman Compensation | | 61,247.00 |
| | Tool Allowance | | 750.00 |
| | HSA Insurance | | 12,000.00 |
| SO | HIGHWAY ENGINEER | | 62,462.00 |
| SO | Assistant Engineer | | 52,837.00 |
| COMOT II | Technical Assistant | 28,758.00 | 34,753.00 |
| | Seasonal Help | | 5,000.00 |
| HEALTH DEPARTMENT | | | |
| | Health Officer | | 12,000.00 |
| COMOT II | Administrative Assistant | 28,758.00 | 34,753.00 |
| PAT III | Health Nurse | 34,560.00 | 43,555.00 |
| PAT III | Health Nurse | 34,560.00 | 43,555.00 |
| SP EX V | Health Administrator | 39,789.00 | 42,289.00 |
| PAT V | Assistant Sanitarian | 29,364.00 | 35,990.00 |
| COMOT III | Data Manager | 26,678.00 | 32,201.00 |
| | Head Nurse | | 1,000.00 |
| | OASI | | 27,987.00 |
| | PERF | | 42,459.00 |
| | Group Insurance | | 178,000.00 |
| | HSA Insurance | | 2,000.00 |
| | Unemployment | | 1,682.00 |
| | Workman's Compensation | | 1,200.00 |
| | Per Diem Board Members | | 1,400.00 |
| PAT UNIO | Animal Control Officer | | 28,868.00 |
| PAT UNIO | Assistant Animal Control Officer | | 26,332.00 |
| | Pound Keeper | 9.25/hour | 5,000.00 |
| | Immunization Rep | 9.25/hour | 13,468.00 |
| | Longevity Pay | | 250.00 |
| PARKS & RECREATION | | | |
| SP EX II | Superintendent | 43,492.00 | 45,992.00 |
| SP EX II | Assistant Superintendent | 36,291.00 | 38,791.00 |
| COMOT III | Administrative Secretary | 26,678.00 | 32,201.00 |
| PAT VI | Grounds Keeper | 24,594.00 | 30,031.00 |
| LTC VII | Laborer | 22,274.00 | 27,135.00 |
| COMOT V | Gate Keeper | 23,117.00 | 27,830.00 |
| PAT V | Maintenance | 29,364.00 | 35,990.00 |
| | Per Diem Board Members | | 6,000.00 |
| | Seasonal Help | | 63,250.00 |
| | Patrolmen | | 32,000.00 |
| | Lifeguards | | 25,000.00 |
| | Overtime | | 0.00 |
| | OASI | | 28,250.00 |
| | PERF | | 37,285.00 |
| | Group Insurance | From EDIT | 160,000.00 |
| | Unemployment | | 3,300.00 |
| | Workman's Compensation | | 6,500.00 |
| | Health Savings | | 3,000.00 |
| ELECTION | | | |
| COMOT I | Administrative Clerk | 25,065.00 | 30,221.00 |
| | Election Board Members | 1,000per year | 6,000.00 |
| | Part Time Clerical | 9.25/hour | 10,000.00 |
| | Per Diem Voter Registration Office | | 1,000.00 |
| | Absentee Voter Board | | 12,000.00 |
| | Canvassing Board Members | | 500.00 |
| | Inspectors | 150.00/per day | 16,300.00 |
| | Judges | 125.00/per day | 27,000.00 |
| | Sheriffs | 125.00/per day | 27,000.00 |
| | Clerks | 125.00/per day | 27,000.00 |
| | OASI | | 3,480.00 |
| | PERF | | 4,500.00 |
| | Unemployment Compensation | | 1,000.00 |
| | Group Insurance | | 19,000.00 |
| | Health Savings | | 1,000.00 |
| REASSESSMENT | | | |
| COMOT IV | Mapping Clerk | 25,065.00 | 30,221.00 |
| COMOT III | Deputy Assessor (2) | 26,678.00 | 32,201.00 |
| COMOT IV | Administrative Clerk (1) | 25,065.00 | 30,221.00 |
| | Part-time Clerical | 9.25/hour | 10,000.00 |
| | OASI | | 10,000.00 |
| | PERF | | 16,028.00 |

| | | | |
|-----------|---|------------|------------|
| | Group Insurance | | 100,000.00 |
| | Unemployment | | 1,000.00 |
| | Level II Certification | | 5,000.00 |
| | Health Savings | | 1,000.00 |
| | CUM DRAIN | | |
| COMOT IV | Clerical | 25,065.00 | 30,221.00 |
| LTC VI | Instrument Tech (1) | 30,678.00 | 30,678.00 |
| | Summer Help | 9.25/hour | 5,000.00 |
| | Part Time Clerical | 9.25/hour | 1,100.00 |
| | Per Diem Commissioners | | 3,600.00 |
| | PERF | | 12,000.00 |
| | Attorney | | 3,770.00 |
| | Group Insurance | | 39,000.00 |
| | Unemployment | | 1,000.00 |
| | OASI | | 5,800.00 |
| | HSA Insurance | | 161.00 |
| | STORM WATER MANAGEMENT | | |
| SO | Director | | 20,500.00 |
| COMOT III | Administrative Assistant | 26,678.00 | 32,201.00 |
| LTC | Heavy Equip Operator (2) | | 33,851.00 |
| COMOT V | Data Clerk | 23,117.00 | 27,830.00 |
| SPEX V | Foreman | 39,789.00 | 42,289.00 |
| | OASI | | 16,200.00 |
| | PERF | | 34,200.00 |
| | Group Insurance | | 159,000.00 |
| | Unemployment | | 1,400.00 |
| | Workman Compensation | | 1,250.00 |
| | Health Savings | | 1,000.00 |
| | Longevity | | 250.00 |
| COMOT II | Secretary, Soil Cons. | 28,759.00 | 34,753.00 |
| SO | Project Manager | | 22,075.00 |
| | Seasonal Help | 9.25/hour | 5,000.00 |
| | CUM BRIDGE | | |
| SP EX V | District Foreman | 39,789.00 | 42,289.00 |
| LTC | Pay Grade 5 Heavy Equipment Operation (3) | | 33,851.00 |
| | OASI | | 19,825.00 |
| | PERF | | 31,502.00 |
| | Group Insurance | | 69,000.00 |
| | Unemployment | | 1,300.00 |
| | Workmen's Compensation | | 2,000.00 |
| | Longevity | | 6,000.00 |
| | Health Savings | | 1,000.00 |
| | BUILDING COMMISSION | | |
| COMOT II | Office Administrator | 28,758.00 | 34,753.00 |
| SO | Building Commissioner | | 40,550.00 |
| | Group Insurance | | 25,000.00 |
| | OASI | | 8,000.00 |
| | PERF | | 13,000.00 |
| | Unemployment | | 800.00 |
| | PRE-TRIAL DIVERSION | | |
| | Part Time Clerical | 9.25/hour | 15,000.00 |
| | OASI | | 2,000.00 |
| | PERF | | 1,200.00 |
| | Witness Fees | | 500.00 |
| | Unemployment | | 1,095.00 |
| | COUNTY CORRECTIONS MISDEMEANOR | | |
| POLE | Civilian Jailer | | 32,944.00 |
| | OASI | | 2,675.00 |
| | PERF | | 5,000.00 |
| | Holiday Pay | | 1,500.00 |
| | LOCAL HEALTH MAINTENANCE | | |
| | EHS Clerical | 9.25/hour | 16,354.00 |
| | OASI | | 2,504.00 |
| | Unemployment | | 420.00 |
| | Animal Control Clerical | 9.25/hour | 16,354.00 |
| | ECONOMIC DEVELOPMENT | | |
| SO | Executive Director | | 79,000.00 |
| SO | Administrative Assistant | | 30,210.00 |
| | Part Time Receptionist | 9.25/ hour | 8,580.00 |
| | OASI | | 12,117.00 |
| | PERF | | 18,257.00 |
| | Group Insurance | | 39,368.00 |
| | Unemployment | | 625.00 |
| | Workman's Compensation | | 800.00 |

Health Savings

632.00

ADULT PROBATION CIRCUIT

Substitute Court Person

9.25/hour

7,000.00

Benefits

1,000.00

DRUG FREE COMMUNITY

Treatment

7,000.00

Education Prevention

7,000.00

Enforcement

7,000.00

Discretionary

5,000.00

PROBATION

SO Circuit Court Adult Probation

6,099.00

SO Circuit Court Juvenile Probation

1,410.00

SO Superior Court Probation

9,542.00

SO Superior Court Probation Adult

3,411.00

SO Superior Court II Adult Probation

6,099.00

Benefits

5,000.00

GUARDIAN AD LITEM

Guardian Ad Litem (2)

2,500.00

Gal Expense

5,000.00

CIRCUIT JURY FEES

Circuit Jury Fees

10,000.00

Superior I Jury Fees

10,000.00

Superior II Jury Fees

10,000.00

ECONOMIC DEVELOPMENT COMMISSION

Per Diem

5,000.00

Contractual Services

250.00

DD/DC

SO Director

55,000.00

SO Case Manager - Administrator

38,000.00

SO Case Manager

32,325.00

Workman's Compensation

500.00

PERF

12,630.00

OASI

6,888.00

Health Savings

1,000.00

Unemployment

500.00

Health Insurance

39,000.00

CLERK PERPETUATION

COMOT IV Administrative Clerk (2 at 80%)

25,065.00

30,221.00

Part Time

9.25/hour

7,000.00

Benefits

10,000.00

Expense

10,000.00

2014 Proposed COMOT Annual Pay Schedule

| Class Pay Grade | INITIATION Hire Date | STEP 1 | | STEP 2 | | STEP 3 | | STEP 4 | | STEP 5 | | STEP 6 | | STEP 7 | |
|-----------------------|-----------------------------|-----------------|--|------------------|--|------------------|--|-------------------|--|----------------------|--|----------------------|--|-------------------|--|
| | | AFTER 1 YEAR | | AFTER 3 YEARS | | AFTER 5 YEARS | | AFTER 10 YEARS | | AFTER 15 YEARS | | AFTER 20 YEARS | | AFTER 25 YEARS | |
| I | 30,980 | 32,071 | | 33,217 | | 34,420 | | 35,430 | | 36,481 | | 36,981 | | 37,481 | |
| II | 28,758 | 29,749 | | 30,789 | | 31,881 | | 32,799 | | 33,753 | | 34,253 | | 34,753 | |
| III | 26,678 | 27,575 | | 28,517 | | 29,497 | | 30,337 | | 31,201 | | 31,701 | | 32,201 | |
| IV | 25,065 | 25,889 | | 26,755 | | 27,664 | | 28,427 | | 29,221 | | 29,721 | | 30,221 | |
| V | 23,117 | 23,854 | | 24,627 | | 25,439 | | 26,121 | | 26,830 | | 27,330 | | 27,830 | |

2014 Proposed LTC Annual Pay Schedule

| Class Pay Grade | INITIATION Hire Date | STEP 1 | | STEP 2 | | STEP 3 | | STEP 4 | | STEP 5 | | STEP 6 | | STEP 7 | |
|-----------------------|-----------------------------|-----------------|--|------------------|--|------------------|--|-------------------|--|----------------------|--|----------------------|--|-------------------|--|
| | | AFTER 1 YEAR | | AFTER 3 YEARS | | AFTER 5 YEARS | | AFTER 10 YEARS | | AFTER 15 YEARS | | AFTER 20 YEARS | | AFTER 25 YEARS | |
| I | 33,030 | 34,192 | | 35,433 | | 36,736 | | 37,831 | | 38,685 | | 39,185 | | 39,685 | |
| II | 32,607 | 33,771 | | 34,994 | | 36,021 | | 37,089 | | 37,922 | | 38,422 | | 38,922 | |
| III | 31,777 | 32,453 | | 33,614 | | 34,833 | | 35,857 | | 36,656 | | 37,156 | | 37,656 | |
| IV | 29,481 | 30,095 | | 31,149 | | 32,421 | | 33,186 | | 33,911 | | 34,411 | | 34,911 | |
| V | 27,857 | 28,427 | | 29,406 | | 30,434 | | 31,297 | | 31,970 | | 32,470 | | 32,970 | |
| VI | 25,939 | 26,457 | | 27,347 | | 28,281 | | 29,066 | | 29,678 | | 30,178 | | 30,678 | |
| VII | 22,274 | 22,972 | | 23,707 | | 24,477 | | 25,286 | | 26,135 | | 26,635 | | 27,135 | |

2014 Proposed PAT Annual Pay Schedule

STEP 1

STEP 2

STEP 3

STEP 4

STEP 5

STEP 6

STEP 7

| Class Pay Grade | INITIATION Hire Date | AFTER 1 YEAR | | AFTER 3 YEARS | | AFTER 5 YEARS | | AFTER 10 YEARS | | AFTER 15 YEARS | | AFTER 20 YEARS | | AFTER 25 YEARS | |
|-----------------------|-------------------------|-----------------|--|------------------|--|------------------|--|-------------------|--|----------------------|--|----------------------|--|-------------------|--|
| I | 50,426 | 52,239 | | 54,364 | | 56,595 | | 58,938 | | 60,398 | | 61,898 | | 62,398 | |
| II | 43,245 | 44,889 | | 46,615 | | 48,427 | | 50,330 | | 51,418 | | 52,828 | | 53,328 | |
| III | 34,560 | 35,812 | | 37,127 | | 38,508 | | 40,393 | | 42,555 | | 43,055 | | 43,555 | |
| IV | 32,073 | 33,213 | | 34,410 | | 35,667 | | 36,987 | | 38,373 | | 38,873 | | 39,373 | |
| V | 29,364 | 30,382 | | 31,451 | | 32,573 | | 33,752 | | 34,990 | | 35,490 | | 35,990 | |
| VI | 24,594 | 25,397 | | 26,240 | | 27,125 | | 28,055 | | 29,031 | | 29,531 | | 30,031 | |

2014 Proposed SPECIAL EXEMPT Annual Pay Schedule

| Class Pay Grade | INITIATION Hire Date | STEP 1 AFTER 1 YEAR | | STEP 2 AFTER 3 YEARS | | STEP 3 AFTER 5 YEARS | | STEP 4 AFTER 10 YEARS | | STEP 5 AFTER 15 YEARS | | STEP 6 AFTER 20 YEARS | | STEP 7 AFTER 25 YEARS | |
|-----------------------|-------------------------|---------------------------|--|----------------------------|--|----------------------------|--|-----------------------------|--|-----------------------------|--|--------------------------------|--|-----------------------------|--|
| I | 47,995 | 48,295 | | 48,595 | | 48,895 | | 49,195 | | 49,495 | | 49,995 | | 50,495 | |
| II | 43,492 | 43,792 | | 44,092 | | 44,392 | | 44,692 | | 44,992 | | 45,492 | | 45,992 | |
| III | 43,160 | 43,460 | | 43,760 | | 44,060 | | 44,360 | | 44,660 | | 45,160 | | 45,660 | |
| IV | 40,118 | 40,418 | | 40,718 | | 41,018 | | 41,318 | | 41,618 | | 42,118 | | 42,618 | |
| V | 39,789 | 40,089 | | 40,389 | | 40,689 | | 40,989 | | 41,298 | | 41,789 | | 42,289 | |
| VI | 37,067 | 37,367 | | 36,667 | | 37,967 | | 38,267 | | 38,567 | | 39,067 | | 39,567 | |
| VII | 36,291 | 36,591 | | 36,891 | | 37,191 | | 37,491 | | 37,791 | | 38,291 | | 38,791 | |

Revised September 2, 2013

2014 Proposed COMOT Annual Pay Schedule

| Class Pay Grade | INITIATION Hire Date | | Hourly Rate | 5 Years | 8 Years | 11 Years | 14 Years | 17 Years | 20 Years | 23 Years | 26 Years | 29 Years | 32 Years | 35 Years | 38 Years |
|-----------------------|-------------------------|--|----------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| I | 30,980 | | 14.89 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| II | 28,758 | | 13.83 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| III | 26,678 | | 12.83 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| IV | 25,065 | | 12.05 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| V | 23,117 | | 11.11 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |

2014 Proposed LTC Annual Pay Schedule

| Class Pay Grade | INITIATION Hire Date | | Hourly Rate | 5 Years | 8 Years | 11 Years | 14 Years | 17 Years | 20 Years | 23 Years | 26 Years | 29 Years | 32 Years | 35 Years | 38 Years |
|-----------------------|-------------------------|--|----------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| I | 33,030 | | 15.88 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| II | 32,607 | | 15.68 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| III | 31,777 | | 15.28 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| IV | 29,481 | | 14.17 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| V | 27,857 | | 13.39 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| VI | 25,939 | | 12.47 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| VII | 22,274 | | 10.71 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |

2014 Proposed PAT Annual Pay Schedule

| Class Pay Grade | INITIATION Hire Date | | Hourly Rate | 5 Years | 8 Years | 11 Years | 14 Years | 17 Years | 20 Years | 23 Years | 26 Years | 29 Years | 32 Years | 35 Years | 38 Years |
|-----------------------|-------------------------|--|----------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| I | 50,426 | | 24.24 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| II | 43,245 | | 20.79 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| III | 34,560 | | 16.62 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| IV | 32,073 | | 15.42 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| V | 29,364 | | 14.12 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| VI | 24,594 | | 11.82 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |

2014 Proposed SPECIAL EXEMPT Annual Pay Schedule

| Class Pay Grade | INITIATION Hire Date | | Hourly Rate | 5 Years | 8 Years | 11 Years | 14 Years | 17 Years | 20 Years | 23 Years | 26 Years | 29 Years | 32 Years | 35 Years | 38 Years |
|-----------------------|-------------------------|--|----------------|---------|---------|----------|----------|----------|----------|----------|-------------|----------|----------|----------|----------|
| I | 47,995 | | 23.07 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| II | 43,492 | | 20.91 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| III | 43,160 | | 20.75 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| IV | 40,118 | | 19.29 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| V | 39,789 | | 19.13 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
| VI | 37,067 | | 17.82 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |

| | | | | | | | | | | | | | | | |
|-----|--------|--|-------|-----|-----|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| VII | 36,291 | | 17.45 | 250 | 500 | 750 | 1,000 | 1,250 | 1,500 | 1,750 | 2,000 | 2,250 | 2,500 | 2,750 | 3,000 |
|-----|--------|--|-------|-----|-----|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|

Gary Meyer: You did that very well.

Krystal Powless: And then attached is the actual ordinances for each department.

Greg Richmond: What's the number of this one?

Gary Meyer: 2013-04. I guess we're still in the Public Hearing; would anybody like to address Ordinance 2013-04? Yes, Ma'am.

Debbie Stevens: My name is Debbie Stevens and I work in the Treasurer's Office and if I could go back just one moment regarding the positions in the Treasurer's Office, to appeal to your business, good business sense, the collections that Pat presented to you earlier it was around ninety five thousand dollars (\$95,000.00). That almost triple pays for the one (1) position you want to cut. Those are all tasks that cannot be maintained with a staff of three (3) and one (1) Treasurer and still complete all of the daily functions of that office so it's actually giving you a very good return on your investment to keep that fourth position there. But I do have some...and so that's just something to think about and look over the numbers. I do have something to say that's happening in our county and I see that...I see this happening with employees who retire and what that...how, the impact that that has and it's a snowball effect and until someone at some point steps up and says 'if you have sick days you must use them within the year that they're given' and as is the vacation. This is going to continue to be a problem for the administrative; the office holders to manage when they come to the end of a person's career in that department and they chose to retire in essence the tax payers are paying double for that. They're paid if they're in a salary position, they're paid in the year that they receive them and although they don't take them the cost to the county is much higher when that benefit is then received later. And it's almost impossible to manage. As the 'baby-boomers' start to retire it's almost impossible I think...Sheriff Kruse had a situation where he had several people retiring and none of this was built into his budget. It was all coming out of his salary line but there's no way you can manage that and plan for that and so while we have some issues presently and I realize you're trying to make some changes and cuts and, you know do justice to the tax payers, I think there are some long term issues that might reduce the cutting next year again or the next year if there were some practices, some personnel practices that were looked at and while that might be distasteful to a lot of people who have been here it's not helpful to try to manage these things within a budget year after year when you don't know when someone might retire. You think you might know but you can't, you really can't budget for it because you have a salary line and it is what it is but then you get that increase when they retire within that year.

David Hachmeister: Well, Debbie, you're absolutely right on my behalf but that's in the Commissioners handbook as far as how...

Gary Meyer: That would be their call unfortunately

Debbie Stevens: So it's to appeal to the Commissioners for that?

Allan Holweger: Yes.

Paul Rudolph: There are a few policies that are in the handbook that are cost prohibitive but our hands are tied on those.

Debbie Stevens: Okay.

Al Holweger: We agree with you though. I think, I'm speaking for myself, I'm sorry, not the rest but I agree we have an issue.

Debbie Stevens: I've been with the county a little over a year so you know I'm looking at it from a business standpoint, so I go to the commissioners then?

Unknown Speaker: Yes.

Debbie Stevens: And this is a policy then...?

Paul Rudolph: Correct.

Debbie Stevens: And so as far as funding these long term things you have no power in this thing to say 'we have to live within these budgets' because really what happens is if three (3) of Pat's folks could retire next year and you've already cut her budget and then you've cut her by one (1), then what happens to that? You still have a problem on your hands next year when you're...you know, when you're trying to cover new salaries, basically new salaries. So, well, help me, tell me what I need to do and I'll be happy to do it but...

Paul Rudolph: If you can get two (2) commissioners to agree with you you're golden.

Gary Meyer: That's right.

Paul Rudolph: But we haven't been able to so you'd be better than me if you're able to. I've spoken; I've said many times that there are some policies we have that just don't seem efficient...

Debbie Stevens: I won't be a popular person for bringing that up but in all fairness to the tax payers and then to the office holders down the road who have to then contend with decisions made ten (10) years previous.

Paul Rudolph: Another way it can be handled without necessarily impacting the employees as much, for example they just have to use certain amounts or they can have a limit and it has to be used which wouldn't create such asperity when a employee is leaving. So there are ways it can be handled without too much of an impact to the employees but...

Debbie Stevens: Well, I don't want to take up anymore of your time on something that is not in your hands.

Gary Meyer: That's fine.

Paul Rudolph: And I did want to address your...correct me if I'm wrong, anyone, Debbie or anyone else, one of my problems is, you're right, math does say 'hey we collected ninety five thousand dollars (\$95,000.00) this year'...

Debbie Stevens: My concern is I believe, or my understanding is, of the ninety five thousand dollars (\$95,000.00) that's collected the county won't be able to keep all ninety five (\$95,000.00). Most of that is going to...

Debbie Stevens: Well, some of it, of course does go to the townships...

Charlie Christmas: Seventy thousand (\$70,000.00)...seven percent (7%) goes to the school corporation.

Krystal Powless: Another thing is without getting too far into detail but that's all money that you were needing...

Paul Rudolph: Going to receive anyway.

Krystal Powless: To bring in that we didn't, so that's part of our shortfall.

Debbie Steven: Well, you can...not necessarily...

Krystal Powless: No, it's...

Debbie Stevens: You're trying to budget on...

Krystal Powless: As far as the sixteen line statement and the revenues that are sent to the state it is money that has been counted to be collected. Its part of the property tax levy itself.

Debbie Stevens: Correct.

Krystal Powless: Now, granted if you're bringing it in...

Debbie Stevens: You're not getting it, you can't spend it.

Krystal Powless: It's that much more short we're going to be.

Debbie Stevens: That's right, that's right.

Krystal Powless: Right.

Debbie Stevens: So, back to that point then, and this is something that you can deal with, um, these are things that have not been done in the previous to Pat's administration. Something's just...they probably didn't know that there were avenues and ways to collect that we've chosen to pursue and it does...everyone of us...because this is important, it's important to us, we believe it's important to the Council, if you're trying to budget based on a collection of 'X' amount of dollars whether it's the school corporation or the county or whoever it is who is going to benefit from that, if those taxes aren't collected then the tax payers are the ones who suffer, the ones who pay their taxes. We also have a...there's kind of a unspoken system in place where as long as you don't get more than two (2) payments behind, as Pat said previously, you're good, you're not going to be sold on tax sale, that is true. But we are taking those extra steps to collect that and honestly we've had a lot of tax payers, believe or not, come in and say these are the things that keep you awake at night and it is nice to know that we can come in here and deal with this and confront it and set up some type of a payment plan where we can get ourselves out of this situation where we're always behind. And, you know people don't want to be in that situation so to have...you know, to take the extra time to pursue collecting those taxes...it, you know a lot of the tax payers truly do appreciate it and we're getting them caught up to where we know we're going to collect a larger percent of the taxes in the current year that they're due. So, I don't want to take too much of your time.

Gary Meyer: Okay, thank you.

Allan Holweger: Thank you.

Gary Meyer: Anybody else would like to address the Ordinance 2013-04? Okay, then I'm looking for a motion.

Allan Holweger: I'll make a motion to approve.

Gary Meyer: Motion made by AI to approve. Is there a second?

Paul Rudolph: Second.

Gary Meyer: And seconded by Paul. Any further discussion from the Council?

David Hachmeister: One thing that I didn't notice before was on the full-time continuous...

Krystal Powless: What?

David Hachmeister: As far as in the past, as far as it has been done, that you did not have to be continuous.

Krystal Powless: What are you talking about?

Charlie Christmas: Yeah, where are you seeing that?

Greg Richmond: On the Salary Ordinance it said 'full-time...'

David Hachmeister: Yeah, on the compensation schedules.

Krystal Powless: Well, actually their handbook said that they can once a year.

David Hachmeister: I thought there could be a leave and they could come back and then did not have to be continuous.

Paul Rudolph: I guess it would depend on how you could define ‘continuous’, for an example if you quit I think that might be one thing, if you do a leave of absence that might be another. I don’t know the answer to this question...

Krystal Powless: Actually its part of...it’s in the handbook so we need to have them follow the handbook. I believe it’s a year. They can be gone for one (1) year and it’s still continuous. What paragraph is that?

David Hachmeister: Two (2) under section five (5) under ‘Compensation Schedules’.

Krystal Powless: See, it’s been in there for years, it’s been written that way for years...

David Hachmeister: Okay, I...

Krystal Powless: But that doesn’t mean it’s right, you know, we may need to tweak that, what do you think? Take a look at it and make sure it’s worded property for the 17th?

Greg Granger: Are you saying...do you know if it was changed in the new version of the handbook?

Krystal Powless: No, it has not been changed for awhile in the new version. I mean...it’s been a year for some time, I’m not sure how long and there’s no Commissioners here to...right now but I don’t know how long it’s been a year. And it wasn’t changed in the new handbook.

David Hachmeister: And this by not funding a few positions it may be...maybe not necessarily a problem but maybe not correct if someone would leave.

Krystal Powless: I think the wording needs to be changed to match the handbook is the whole thing, myself. We’ll work on that before the 17th to get that done.

Paul Rudolph: So we have a motion that’s been seconded. Can I withdraw my second? I withdraw my second.

Krystal Powless: And who made the motion?

Gary Meyer: Al.

Paul Rudolph: Al. So we can motion to table instead if Al would agree until we’ve had our counselor verify and look this up and compare it to the handbook.

Greg Richmond: (Cannot hear)

Krystal Powless: It might should need to be approved with...

Greg Granger: Contingent to modify?

Al Holweger: Yeah, we can approve it to be modified at the second reading like we did the first one that I asked about. So we can still modify...

Paul Rudolph: That works, I’ll second it again.

Gary Meyer: Any other discussion? We have a motion by Al and seconded by Paul withdrawn and seconded again by Paul to approve Ordinance 2013-04. All those in favor of the motion? Opposed? Motion carried seven (7), zero (0). Okay, Ordinance 2013-05. Ordinance for Appropriation of Tax Rates Solid Waste.

Krystal Powless: Anybody else feel like reading this one?

Gary Meyer: No, you’re doing a great job, keep going.

Krystal Powless:
ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATE
Ordinance Number: 2013-05

Be it ordained by the **Warrick County Council** that for the expenses of **WARRICK COUNTY SOLID WASTE** for the year ending December 31, **2014**, the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expense of **WARRICK COUNTY SOLID WASTE**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance shall be in full force and effect from and after its passage and approval by the **Warrick County Council**.

WARRICK COUNTY COUNCIL

Gary Meyer, D.D.S., President

Greg Richmond, Vice President

David Hachmeister

Allan Holweger

Paul Rudolph

Brad Overton

Charlie Christmas

ATTEST:

L.B. Dixie Dugan, Auditor

Krystal Powless: So, it is special Solid Waste Management fund, the Adopted Budget of the Council was two million forty nine thousand seven thirty eight (\$2,049,738.00) and the Adopted Tax Levy is one million two ninety one thirty six (\$1,291,036.00) and the Adopted Rate is point zero seven two one (.0721).

Gary Meyer: Okay, would anybody like to address that from the public.

Scott Anslinger: I'm actually here for three reasons. Number one is I'm Scott Anslinger; I'm the Superintendant at the Solid Waste Management District. I haven't met many of you and I want to give you the opportunity to see who I was, secondly I'm actually not going to say anything about the budget. I want to quickly though tell you that I apologize for Monday, there was some kind of confusion why I could not be here and it made your jobs a lot easier than having to review that budget, make some decisions, so please accept my apology. Krystal and I have kind of talked and we're going to make sure that does not happen again in the future. The last thing is yesterday we gave free informational sheets and I just want to point out to the council those informational sheets were not designed for you to reconsider any portion of our budget. What we did come to realize is we just try to increase the awareness in the community, we have failed to share that same information with the very people that have to make the decisions regarding the things that we do. So one of the things that I wanted to do was to tell you we presented that to you for your information so in the future you'll have a better understanding, I will be coming more often to share information with you and give you updates. If there's information that you need that I'm not aware of I'm sure AI will bring a lot of that stuff to me but if there's something that somebody personally has my personal email address through the district is rsa@warrickrecycles.org. Please don't hesitate to contact me and we'll be happy to provide you guys with any and all the information that you need throughout the course of the year and that's all I have to say, thank you.

Gary Meyer: Thank you.

AI Holweger: Thank you.

Gary Meyer: Anyone else like to address this ordinance? Okay, looking for a motion.

David Hachmeister: Motion to approve.

Gary Meyer: Motion made by David to approve. Is there a second?

Brad Overton: Second.

Gary Meyer: And seconded by Brad. Any other discussion from the Council? All those in favor? Opposed? Motion carried seven (7), zero (0). Okay, that takes care of that, I guess we're going to close the Public Hearing getting ready for our next meeting. We'll meet after about a fifteen (15) minutes recess here before we start the regular meeting. So meeting is adjourned.

Gary Meyer, D.D.S., President

Greg Richmond

David Hachmeister

Brad Overton

Allan Holweger

Charlie Christmas

ATTEST:

Paul Rudolph

L.B. Dixie Dugan, AUDITOR
WARRICK COUNTY, IN

Typed and edited by Angie Leslie, Auditor Secretary